

MONTANA HUMAN RIGHTS BUREAU  
DEPARTMENT OF LABOR AND INDUSTRY  
FY04 STATISTICS IN BRIEF

CASELOAD SUMMARY

	FY01	FY02	FY03	FY04
Cases open at beginning of year	215	215	181	180
Cases filed during year	416	420	399	562
Cases closed during year	421	459	404	430
Cases reopened	5	5	4	0
Cases open at end of year	215	181	180	312

AREA OF ALLEGED DISCRIMINATION

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Employment	342	82%	313	75%	309	77%	423	75%
Housing	16	4%	59	14%	19	5%	21	4%
Government services	24	6%	14	3%	36	9%	58	10%
Insurance	0	0%	0	0%	1	0%	1	0%
Public accommodations	26	6%	14	3%	14	4%	45	8%
Education	6	1%	14	3%	20	5%	12	2%
Other	3	1%	6	1%	0	0%	4	1%

TYPE OF RESPONDENT

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Private employers	261	63%	278	66%	267	67%	382	68%
State & local government	100	24%	41	10%	79	20%	121	22%
Public college/university	7	2%	13	3%	5	1%	13	2%
School districts	7	2%	26	6%	28	7%	27	5%
Private landlords	0	0%	3	1%	0	0%	0	0%
Insurance companies	0	0%	0	0%	0	0%	0	0%
Other	42	10%	59	14%	18	5%	21	4%

# BASIS OF ALLEGED DISCRIMINATION - ALL CASES\*

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Sex - female	134	32%	158	38%	124	31%	180	32%
Sex - male	14	3%	25	6%	22	6%	17	3%
Age	96	23%	65	15%	57	14%	95	17%
Retaliation	81	19%	87	21%	73	18%	107	19%
Disability	157	38%	149	35%	179	45%	205	36%
Marital status	13	3%	16	4%	11	3%	17	3%
Political belief	5	1%	4	1%	8	2%	11	2%
Religion	9	2%	14	3%	15	4%	14	2%
National origin	5	1%	20	5%	12	3%	19	3%
Race - American Indian	29	7%	46	11%	37	9%	81	14%
Race - Black	9	2%	15	4%	12	3%	16	3%
Race - other	15	4%	6	1%	7	2%	14	2%
Familial status	3	1%	1	0%	0	0%	3	1%
Pregnancy	18	4%	22	5%	27	7%	20	4%
Other	2	0%	5	1%	0	0%	0	0%

\*percentages total more than 100% because some cases  
allege more than one basis

## BASIS OF ALLEGED DISCRIMINATION - EMPLOYMENT CASES ONLY\*

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Sex - female	123	36%	125	40%	116	29%	175	41%
Sex - male	13	4%	24	8%	22	6%	12	3%
Age	91	27%	58	19%	49	12%	90	21%
Retaliation	79	23%	73	23%	61	15%	96	23%
Disability	116	34%	94	30%	137	34%	149	35%
Marital status	12	4%	10	3%	9	2%	13	3%
Political belief	2	1%	4	1%	8	2%	5	1%
Religion	7	2%	13	4%	9	2%	10	2%
National origin	2	1%	4	1%	9	2%	13	3%
Race - American Indian	15	4%	17	5%	15	4%	17	4%
Race - Black	4	1%	10	3%	10	3%	10	2%
Race - other	8	2%	5	2%	6	2%	11	3%
Familial status	0	0%	1	0%	0	0%	0	0%
Pregnancy	18	5%	20	6%	27	7%	20	5%
Other	0	0%	3	1%	0	0%	0	0%

# BASIS OF ALLEGED DISCRIMINATION - HOUSING CASES ONLY\*

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Sex - female	1	6%	23	39%	2	11%	1	5%
Sex - male	1	6%	0	0%	0	0%	2	10%
Age	3	19%	6	10%	7	37%	5	24%
Retaliation	0	0%	3	5%	0	0%	0	0%
Disability	7	44%	34	58%	6	32%	5	24%
Marital status	1	6%	1	2%	1	5%	4	19%
Political belief	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%
National origin	5	31%	10	17%	0	0%	0	0%
Race - American Indian	5	31%	19	32%	4	21%	2	10%
Race - Black	1	6%	4	7%	0	0%	0	0%
Race - other	0	0%	0	0%	0	0%	1	5%
Familial status	5	31%	0	0%	0	0%	3	14%
Pregnancy	0	0%	0	0%	0	0%	0	0%

## EMPLOYMENT CASES BY ISSUE\*

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Discharge	185	54%	182	58%	167	54%	242	57%
Terms/conditions	113	33%	95	30%	101	33%	137	32%
Hiring	41	12%	41	13%	38	12%	59	14%
Sexual harassment	66	19%	94	30%	67	22%	70	17%
Demotion	5	1%	7	2%	6	2%	6	1%
Harassment	41	12%	37	12%	21	7%	72	17%
Intimidation	7	2%	2	1%	0	0%	0	0%
Maternity	2	1%	3	1%	2	1%	7	2%
Pay comparability	75	22%	15	5%	18	6%	14	3%
Promotion	6	2%	4	1%	10	3%	8	2%
Reasonable Accomodations	57	17%	80	26%	87	28%	61	14%
Other	62	18%	84	27%	46	15%	156	37%

\*percentages total to more than number of cases  
filed because some cases allege more than one issue

## TYPES OF CASE CLOSURE

	FY01	FY01%	FY02	FY02%	FY03	FY03%	FY04	FY04%
Closures favoring complainant								
Predetermination settlements	35	8%	41	9%	41	10%	46	11%
Withdrawal w/ benefits	16	4%	12	3%	16	4%	9	2%
Conciliation	38	9%	35	8%	24	6%	42	10%
Conciliation failure (RTS)	3	1%	2	0%	0	0%	1	0%
Commission decision in favor of complainant	9	2%	6	1%	5	1%	7	2%
Closures favoring respondent								
No cause findings	255	61%	263	57%	232	57%	237	55%
Commission decision in favor of respondent	2	0%	11	2%	9	2%	2	0%
Miscellaneous closures								
RTS requested by CP	0	0%	4	1%	0	0%	0	0%
RTS requested by R	2	0%	15	3%	1	0%	1	0%
Withdrawals w/o benefits	18	4%	44	10%	32	8%	48	11%
Administrative closures	17	4%	2	0%	1	0%	10	2%
No jurisdiction	26	6%	24	5%	43	11%	27	6%